Basic information

1994/2087(COS) COS - Procedure on a strategy paper (historic)	Procedure completed
Equal pay for work of equal value. Memorandum **Subject** 4.15.08 Work, employment, wages and salaries: equal opportunities women and men, and for all	

Key players

European Parliament	**Committee responsible**	**Rapporteur**	**Appointed**
	FEMM Women's Rights	COLOMBO SVEVO Maria Paola (PPE)	30/08/1994
Council of the European Union			

Key events

Date	Event	Reference	Summary
23/06/1994	Non-legislative basic document published	COM(1994)0006	Summary
14/09/1994	Committee referral announced in Parliament		
19/12/1995	Vote in committee		Summary
19/12/1995	Committee report tabled for plenary	A4-0338/1995	
13/02/1996	Debate in Parliament		
13/02/1996	End of procedure in Parliament		
04/03/1996	Final act published in Official Journal		

Technical information

Procedure reference	1994/2087(COS)
Procedure type	COS - Procedure on a strategy paper (historic)
Procedure subtype	Commission strategy paper
Legal basis	Rules of Procedure EP 148
Stage reached in procedure	Procedure completed
Committee dossier	FEMM/3/05643

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee report tabled for plenary, single reading		A4-0338/1995 OJ C 032 05.02.1996, p. 0005	19/12/1995	
Text adopted by Parliament, single reading		T4-0048/1996 OJ C 065 04.03.1996, p. 0021-0043	13/02/1996	Summary

European Commission

Document type	Reference	Date	Summary
Non-legislative basic document	COM(1994)0006	23/06/1994	Summary

Equal pay for work of equal value. Memorandum

1994/2087(COS) - 13/02/1996 - Text adopted by Parliament, single reading

The European Parliament adopted the report by Mrs Maria Paola COLOMBO SVEVO on the Memorandum on equal pay for work of equal value. Parliament requested that the IGC propose a new wording of Article 119 (EC) on equal pay in accordance with case law passed by the European Court of Justice. Following the agreement concluded between the social partners, the Council was called upon rapidly to adopt the proposal concerning parental leave and the Member States to transpose the agreement into national law. The social partners should enter into negotiations as soon as possible on reversal of the burden of proof, atypical work and part-time work. If no agreement was concluded, the Commission should submit proposals. The EP called on the Member States to incorporate into their laws appropriate positive action, with particular reference to training and work organization, in order to reduce wage differences. They should also take into account, in their equal pay policy, the problems behind the existence of low-pay sectors. Furthermore, they were requested to take measures to ensure that enterprises drew up annual reports on equal pay for women and men. In addition, the Member States should reach a rapid agreement on reconciling work and family life. In cooperation with both sides of industry they should promote the participation of women in negotiations on collective agreements, including those relating to pay. The two sides of industry should organize campaigns for providing information on equal pay for work of equal value, particularly for negotiators of collective agreements. The Commission was called on to include in its annual report on equal opportunities for women and men a chapter on the progress made. Moreover, the European Parliament called on the social partners to incorporate the concept of equal value into collective bargaining and called for particular attention to be paid to up-grading feminized occupations.

Equal pay for work of equal value. Memorandum

1994/2087(COS) - 23/06/1994 - Non-legislative basic document

The first part of this Commission memorandum on "equal pay for work of equal value" contains a presentation of the case law of the European Court of Justice on this issue and then focuses on: - what is meant by "work of equal value" in European law and in the legislation of the Member States and the scope of comparisons of this type of work, be they between men and women or between employees in the public and private sectors; - professional classification and evaluation (procedures or systems to define professional categories and then evaluate the relative demands of jobs) in European law; - what is meant by "pay" for the purposes of Article 119 of the EC Treaty (definitions of basic salary and additional considerations, contractual and non-contractual wages, social services, different services, social security services, pay and other conditions of work and all identifiable pay or financial conditions). The second part sets out the reasons why measures to promote equal pay for work of equal value need to be put into practice quickly. The Commission tables a series of basic ideas around which these measures could be structured: - improving databases on women's pay; - improving the dissemination of information on this issue; - practical and legal training in the application of the principle of equal pay both at Community level and in the Member States; - legislative action based on Article 169 of the Treaty (the Commission posits the idea of a Community code of good practice on the implementation of equal pay). This memorandum has been drafted for information purposes and as a discussion paper for the attention of all the interested parties (public administrations, national agencies responsible for ruling on litigation, social partners, lawyers and consultants) and contains no formal proposals as such.